

HINDUSTAN ZINC

Supplier Sustainability Management Policy

Purpose

Hindustan Zinc Limited is committed to supporting the activities of business partners/ supply chain and their employees in a way that protects the health, safety and welfare of the business partners, supply chain, Hindustan Zinc employees and others. Furthermore, we ensure that the actions of our business partners/ supply chain align with our policies in relation to sustainability and protection of the environment.

This policy shall help us define, strategize, plan, and implement the essential roadmap, guidance, and measurement towards achieving sustainability goals. This policy is forward looking and sets a vision for business partners' and supply chain sustainability across the Hindustan Zinc Limited.

Scope

This supplier sustainability management policy is applicable for all Hindustan Zinc Limited suppliers, including their employees working at Hindustan Zinc managed and operated sites.

Objectives of the Supplier Sustainability Management Policy

Hindustan Zinc will strive to:

- ❖ Proactively influence and encourage its suppliers to adopt sustainability practices including minimizing harm to the environment and society. This includes protecting biodiversity, efficiently using natural resources, and minimizing pollution.
- ❖ Ensure that our long-term suppliers adopt principles and practices in line with Hindustan Zinc's policies and Code of Conduct and comply with all local and national legal obligations.
- ❖ Ensure that the relationships with suppliers are conducted in a fair and transparent manner.
- ❖ Ensure that its suppliers take necessary actions to minimise risks associated with occupational hazards and prevent injury and ill-health to supply chain employees working at Hindustan Zinc operated and managed sites.
- ❖ Ensure that suppliers do not resort to any kind of forced or child labour, slavery and human trafficking at Hindustan Zinc operated and managed sites or at their own (supplier's) sites.
- ❖ Ensure that appropriate infrastructure and resources are made available to suppliers and their workers to carry out activities in sustainable manner while operating on Hindustan Zinc operated and managed sites.
- ❖ Ensure that appropriate and relevant information, instruction, and training are made available to suppliers and their workers on sustainability matters.
- ❖ Maintain effective supplier management systems and evaluate competence and sustainability performance prior to contract approval as well as throughout the contract duration.
- ❖ Carry out regular sustainability risk assessments and due diligence on the suppliers with intention to promote and align our suppliers with Hindustan Zinc's policies, ethical business practices and sustainability practices. Review performance against the policy on a periodic basis to ensure management as per our objectives including the sharing of good practices throughout the organization and stakeholders.

Responsibility & Review

This policy is part of the Vedanta Sustainability Framework, and each Hindustan Zinc Limited business unit shall implement this policy. Our CEO will be accountable for controlling and setting the policy, and the Supply Chain Community are responsible for the full implementation of the policy and associated standards. The Board ESG committee will review this policy annually and recommend appropriate revisions to the Board as may deem necessary. Business leaders will be held accountable for supplier performance and line managers are responsible for full implementation of Supplier related standard.

Date: 05th June, 2024

Arun Misra
Arun Misra
CEO & Whole Time Director, HZL

